

# **ANNUAL CENSUS OF EMPLOYEES IN THE STATE CIVIL SERVICE**



---

---

**2006-2007  
Fiscal Year**

---

---



**Prepared for the  
Governor and the  
Legislature**

**By the  
State Personnel Board**

**November 2007**

**ANNUAL CENSUS  
of  
EMPLOYEES  
in the  
STATE CIVIL SERVICE  
2006-2007 FISCAL YEAR**



**STATE PERSONNEL BOARD**

**Sean Harrigan, President**  
**Anne Sheehan, Vice President**  
**Patricia Clarey, Member**  
**Maeley Tom, Member**  
**Richard Costigan, Member**

**Suzanne Ambrose, Executive Officer**

**November 2007**

**TABLE OF CONTENTS**

	<b><u>Page No.</u></b>
I. Purpose of Report .....	1
II. Summary .....	1-2
III. Table 1- State Workforce Representation .....	3
(June 30, 1996 to June 30, 2007)	
IV. Table 2- Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees (As of June 30, 2007) .....	4-6
V. Table 3- Racial, Gender, and Disabled Representation by Occupational Group (As of June 30, 2007) .....	7
VI. Table 4- Annual Salary Distribution of All Employees by Gender and Racial Group Within Salary Increment (Fiscal Year 2006/2007) .....	8-9
VII. Table 5- Appointment and Promotional Rates for all Employees (Fiscal Year 2006/2007) .....	10
VIII. Table 6- Employment Goals for People With Disabilities (March 31, 2006 and March 31, 2007) .....	11-13
IX. Table 7- Upward Mobility Appointments (Fiscal Year 2006/2007) .....	14
X. Attachment 1- Fourteen Major Job Categories and Classification Examples.....	15-17

## **PURPOSE OF REPORT**

The State Personnel Board (SPB) has prepared this report in compliance with California Government Code Sections 19237, 19405, 19705, 19792.5(b), and 19793 to inform the Governor and the Legislature about the composition of the state civil service workforce.

Government Code sections 19795 and 19797 require that state departments annually conduct an analysis to identify any statistically significant underutilization of racial/ethnic or gender groups that might indicate discriminatory employment practices. This workforce analysis is required of all State departments with fifty or more employees and is due to the State Personnel Board in July of each year. State workforce representation in each department is compared with California's relevant labor force representation in over 200 occupational categories. (A list of the major occupational groups used for statistical reporting is cited at the conclusion of this report.) Where significant underutilization is identified, departments must examine recruitment, selection, hiring, and other employment practices to determine whether any non-job-related employment barriers are producing the underutilization. When unlawful employment barriers are identified, departments must take action to eliminate them. This process is undertaken to ensure that federal and state non-discrimination and equal employment opportunity legal requirements are met.

The attached tables reflected in this report provide data on overall statewide racial/ethnic, gender, and disabled representation for full time, part time, and intermittent civil service employees as of June 1996; as well as from June 30, 2006 through June 30, 2007. Additional data is provided in the following categories: statewide composition among major civil service occupational groups; appointment and promotion rates; salary distribution of employees by gender and racial/ethnic group; employment figures and goals for employees with disabilities, and Upward Mobility appointments. The source of all data is the State Controller's employment history database.

This report may be viewed or printed from the SPB's Web site on the Internet at <http://www.spb.ca.gov/civilrights/statistics.htm>. Persons without access to the Internet may contact the SPB to request copies at (916) 651-3090.

## **SUMMARY**

Between June 30, 2006, and June 30, 2007, the state civil service workforce increased by 8,497 employees (4.03%), from 210,591 to 219,088 [Table 1]. During this period, the most significant changes in workforce representation occurred for Whites and Hispanics. Whites decreased by 0.5%, from 50.5% to 50.0%. Hispanics increased by 0.4%, from 20.8% to 21.2%.

Representation of other groups changed as follows: Asian representation increased by 0.1% (from 8.4% to 8.5%) as did the representation of persons with disabilities (from 8.6% to 8.7%). The representation of African Americans decreased by 0.1% (11.1% to 11.0%), and there was no change in the representation of Filipinos (5.9%), American Indians (0.4%), and Pacific Islanders (0.5%). The representation of men (52.8%) and women (47.2%) remained the same as well.

Government Code section 19232 requires State departments to establish employment goals for persons with disabilities. Department by department comparisons are made against 2000 U.S. Census data reflecting the percentage of California's labor force comprised of individuals with one or more disabilities (16.6%). If a department's representation of employees with disabilities falls below 13.3% (80% of 16.6%), the department is required to set annual hiring goals which effectively eliminate the deficit within ten years.

As of June 30, 2007, the State of California employed approximately 19,095 workers with disabilities; representing 8.7% of the state civil service [Table 2]. The following figures are adjusted to exclude selected safety occupations, such as officer positions in law enforcement which typically have stringent physical fitness requirements. With this adjustment, the State of California employed approximately 17,085 workers with disabilities, representing 10.7% of the state civil service. To achieve California labor force parity (16.6%), the State civil service, as a whole, would need to employ about 7,460 more individuals with disabilities. Information on employment goals and the underutilization of persons with disabilities in state departments with 50 or more employees are included in this report [Table 6].

Government Code section 19402 requires State departments to establish upward mobility programs and annual goals that include the number of employees expected to progress from positions in low paying occupational groups to entry-level technical, professional, and administrative positions, and the timeframe within which this progress shall occur.

During the 2006-07 fiscal year 57,647 state employees were employed in traditionally low-paying occupations that qualify for the state Upward Mobility program\* [Table 7]. Of these employees, 2,602 (4.51%) advanced to entry professional, technical, or administrative positions, thereby achieving the objective of the Upward Mobility statutes. Upward mobility advancement is derived by determining the number of appointments from classes in low-paying occupational groups to professional, technical, and administrative positions. In comparison with the 2005-06 fiscal year a total of 2,465 out of 56,195 eligible employees, (4.39%) received Upward Mobility appointments. This represents approximately a 2.7%  $(2,602 - 2,465 / 2,465)$  increase in upward mobility appointments.

Annual salary distribution of civil service employees by gender and racial group are also reflected in this report [Table 4]. For salaries below \$50,000, the percentage of women represented is greater than the percentage for men. For salaries above \$50,000, the percentage of men represented trends upward as salary increases. For Hispanics, representation disproportionately diminishes, relative to their overall representation, for salaries above \$70,000.

**\* As defined in State Personnel Board Regulation 547.82 (f), "Low-Paying Occupations" mean the following groups of classifications identified in the California Civil Service Pay Scales (Pay Scales), 50<sup>th</sup> Edition, as published by the California Department of Personnel Administration: Horticulture; Office and Allied Services; Custodian and Domestic Services; Mechanical and Construction Trades; and bridging and career development classifications in other occupational areas.**

**Table 1- OVERALL REPRESENTATION**

The following provides data on statewide representation for all employees in the state civil service. Changes in representation from June 30, 1996, to June 30, 2007, are displayed for all groups in the following table:

**STATE WORKFORCE REPRESENTATION**

**June 30, 1996 to June 30, 2007**

<b>Group</b>	<b>Prior to Prop. 209 6/30/96</b>	<b>After Prop. 209 – Last Five Years</b>					<b>% Change</b>
		<b>6/30/03</b>	<b>6/30/04</b>	<b>6/30/05</b>	<b>6/30/06</b>	<b>6/30/07</b>	
White	58.0%	53.0%	52.3%	51.5%	50.5%	50.0%	-8.0%
African Am.	11.5%	11.1%	11.1%	11.1%	11.1%	11.0%	-0.5%
Hispanic	17.4%	19.7%	20.0%	20.4%	20.8%	21.2%	3.8%
Asian	6.1%	7.7%	7.7%	8.0%	8.4%	8.5%	2.4%
Filipino	4.2%	5.4%	5.6%	5.7%	5.9%	5.9%	1.7%
Am. Indian	0.3%	0.3%	0.3%	0.4%	0.4%	0.4%	0.1%
Pac Islander	0.4%	0.5%	0.5%	0.5%	0.5%	0.5%	0.1%
Other	2.2%	2.4%	2.3%	2.4%	2.4%	2.4%	0.2%
Men	52.6%	52.6%	52.8%	52.7%	52.8%	52.8%	0.2%
Women	47.4%	47.4%	47.2%	47.3%	47.2%	47.2%	-0.2%
Disabled	7.3%	7.7%	7.5%	8.4%	8.6%	8.7%	1.4%
Total	193,404	215,677	209,575	208,222	210,591	219,088	

**Table 2- Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees**  
**As of June 30, 2007**

<b>86 Departments (50 or More Employees)</b>	<b>Total Employees</b>	<b>% White</b>	<b>% Afr.Am.</b>	<b>% Hisp.</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% Am.Ind</b>	<b>% Pac.Isl</b>	<b>% Other</b>	<b>% Male</b>	<b>% Female</b>	<b>% Disabled</b>
Aging	122	64.8	7.4	12.3	9.0	4.1	0.0	0.0	2.5	31.1	68.9	12.3
Agricultural Associations	657	60.4	4.0	24.5	1.4	1.2	0.6	0.3	7.6	56.0	44.0	5.9
Air Resources Board	1074	53.4	5.8	14.0	21.4	2.4	0.1	0.5	2.5	61.4	38.6	17.5
Alcohol & Drug Programs	301	52.2	14.0	15.9	9.0	3.7	0.0	1.7	3.7	32.2	67.8	9.3
Alcoholic Beverage Control	421	50.6	10.5	25.2	7.6	4.8	0.0	0.2	1.2	37.5	62.5	7.1
Audits, Bureau of State	120	68.3	5.8	9.2	12.5	2.5	0.8	0.0	0.8	50.0	50.0	15.8
Boating and Waterways	76	55.3	5.3	17.1	6.6	6.6	0.0	1.3	7.9	57.9	42.1	7.9
Child Support Services	471	54.8	10.4	16.3	9.6	3.4	0.6	1.1	3.8	31.2	68.8	16.1
Coastal Commission	174	73.0	5.2	7.5	5.7	6.3	0.0	1.1	1.1	33.3	66.7	4.0
Coastal Conservancy	63	73.0	3.2	7.9	11.1	4.8	0.0	0.0	0.0	33.3	66.7	6.3
Community Colleges	143	50.3	11.2	20.3	15.4	0.7	0.0	0.0	2.1	31.5	68.5	15.4
Community Services & Dev	91	42.9	16.5	22.0	8.8	4.4	1.1	1.1	3.3	33.0	67.0	18.7
Comp Insurance Fund, State	8668	41.2	9.5	19.1	11.7	15.4	0.3	0.6	2.2	32.2	67.8	8.4
Conservation	596	64.9	5.5	12.6	9.9	3.5	0.3	0.3	2.9	53.9	46.1	19.8
Conservation Corps	281	42.0	6.8	16.0	1.8	0.7	1.1	1.1	30.6	54.4	45.6	16.0
Consumer Affairs	3847	60.2	12.3	15.7	5.6	3.3	0.4	0.3	2.3	37.5	62.5	15.4
Controller, Office of State	1179	47.8	10.3	16.0	17.6	5.3	0.3	0.6	2.0	38.2	61.8	16.3
Corporations	254	44.9	14.2	13.8	12.6	11.4	0.0	0.4	2.8	39.4	60.6	16.1
Corrections & Rehabilitation	57958	47.8	13.1	28.9	3.0	3.9	0.4	0.5	2.4	64.1	35.9	3.5
Developmental Disabilities	94	69.1	7.4	9.6	4.3	5.3	0.0	0.0	4.3	24.5	75.5	16.0
Developmental Services	8046	39.4	10.9	20.1	8.7	18.2	0.3	0.3	2.0	37.0	63.0	5.4
Education	2004	56.5	9.0	16.7	10.6	3.4	0.1	0.7	2.9	33.6	66.4	16.8
Emergency Services	439	72.0	8.4	10.9	4.1	1.4	0.5	0.7	2.1	40.3	59.7	10.3
Employment Development	7862	36.8	15.3	26.8	12.6	5.4	0.3	0.6	2.1	32.7	67.3	14.2
Energy Res Consv & Dev	465	69.7	5.2	8.8	11.0	1.5	0.4	0.2	3.2	54.2	45.8	18.7
Environ Hlth Hazard Assmt	117	60.7	5.1	9.4	21.4	2.6	0.0	0.0	0.9	41.9	58.1	12.8
Equalization	3826	45.0	9.6	19.9	17.0	5.5	0.3	0.6	2.2	38.7	61.3	9.4
Exposition & State Fair	760	63.4	13.6	13.4	3.6	1.3	0.7	0.9	3.2	66.1	33.9	4.1

**Table 2- Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees**  
**As of June 30, 2007**

<b>86 Departments (50 or More Employees)</b>	<b>Total Employees</b>	<b>% White</b>	<b>% Afr.Am.</b>	<b>% Hisp.</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% Am.Ind</b>	<b>% Pac.Isl</b>	<b>% Other</b>	<b>% Male</b>	<b>% Female</b>	<b>% Disabled</b>
Fair Employment and Housing	205	28.3	26.3	31.2	6.8	5.9	0.0	1.0	0.5	26.8	73.2	15.1
Fair Political Practices Comm	67	68.7	4.5	19.4	6.0	0.0	0.0	0.0	1.5	26.9	73.1	25.4
Finance	416	58.7	9.4	11.1	15.6	3.6	0.2	0.2	1.2	44.2	55.8	12.7
Financial Institutions	215	40.5	10.7	8.8	25.1	10.7	0.0	0.9	3.3	51.6	48.4	7.9
Fish and Game	2785	76.5	1.4	9.9	5.5	1.5	0.7	0.5	4.0	58.4	41.6	8.8
Food and Agriculture	1965	54.0	3.7	24.5	10.3	3.3	0.6	0.7	2.8	56.9	43.1	4.9
Forestry and Fire Protection	6998	74.8	2.1	15.5	2.0	0.9	0.9	0.4	3.3	84.8	15.2	8.1
Franchise Tax Board	6781	42.9	15.4	18.2	14.8	5.1	0.5	0.8	2.3	35.0	65.0	15.5
Gambling Control Commission	52	61.5	5.8	21.2	1.9	5.8	0.0	0.0	3.8	30.8	69.2	11.5
General Services	3970	45.4	15.7	21.0	10.4	4.6	0.4	0.7	1.9	63.5	36.5	9.4
Health Plan & Dev, Statewide	393	54.7	7.9	11.7	20.6	2.5	0.3	0.5	1.8	55.2	44.8	24.4
Health Services	5898	48.6	11.6	15.6	13.4	7.5	0.3	0.7	2.3	32.1	67.9	19.8
CA Highway Patrol	10189	65.8	5.6	21.0	3.4	2.2	0.6	0.5	0.8	76.3	23.7	7.9
Housing & Community Dev	529	56.9	10.6	17.0	7.0	5.3	0.8	1.1	1.3	40.3	59.7	15.9
Housing Finance Agency	263	55.1	14.4	11.8	13.7	3.8	0.0	0.0	1.1	31.9	68.1	9.1
Inspector General	2693	41.5	9.8	20.0	11.8	13.9	0.2	0.2	2.5	37.6	62.4	10.1
Industrial Relations	67	67.2	10.4	13.4	4.5	4.5	0.0	0.0	0.0	43.3	56.7	7.5
Insurance	1186	41.7	12.2	15.3	17.6	10.4	0.2	0.3	2.4	46.5	53.5	12.7
Integrated Waste Mgmt	407	65.6	8.8	12.0	9.1	2.0	0.2	0.2	2.0	40.5	59.5	9.1
Justice	5005	55.0	9.3	16.8	11.0	5.3	0.3	0.5	1.8	38.6	61.4	9.3
Legislative Counsel Bureau	580	48.4	13.8	16.9	15.3	2.6	0.2	0.9	1.9	54.3	45.7	6.0
Library, California State	161	70.2	6.8	11.8	8.1	1.2	0.6	0.0	1.2	32.3	67.7	13.0
Lottery, California State	552	52.2	10.9	19.6	11.2	3.6	0.5	0.4	1.6	52.5	47.5	7.2
Managed Care	303	58.1	10.6	12.5	13.5	1.7	0.3	0.7	2.6	32.3	67.7	23.4
Managed Risk Med Ins Program	69	44.9	10.1	30.4	10.1	1.4	0.0	0.0	2.9	23.2	76.8	18.8
Mental Health	9782	41.7	15.0	17.3	6.9	16.7	0.3	0.4	1.7	41.4	58.6	10.8
Military Department	241	66.0	7.9	14.9	1.7	2.5	0.4	0.8	5.8	70.1	29.9	7.5
Motor Vehicles	8752	29.9	19.9	32.0	9.3	5.5	0.4	0.8	2.3	26.8	73.2	15.7
Parks & Recreation	5122	77.5	2.4	12.3	2.1	1.1	0.9	0.4	3.3	57.7	42.3	6.1



**Table 2- Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees**  
**As of June 30, 2007**

<b>86 Departments (50 or More Employees)</b>	<b>Total Employees</b>	<b>% White</b>	<b>% Afr.Am.</b>	<b>% Hisp.</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% Am.Ind</b>	<b>% Pac.Isl</b>	<b>% Other</b>	<b>% Male</b>	<b>% Female</b>	<b>% Disabled</b>
Peace Officer Stds & Training	117	70.1	5.1	11.1	8.5	4.3	0.0	0.0	0.9	44.4	55.6	18.8
Personnel Administration	188	57.4	9.0	16.5	10.6	3.7	0.5	1.1	1.1	29.8	70.2	14.9
Personnel Board	172	54.7	14.0	18.6	7.0	1.7	1.7	1.2	1.2	30.8	69.2	16.3
Pesticide Regulation	331	62.5	5.1	13.0	13.0	3.0	0.3	0.3	2.7	48.9	51.1	18.4
Prison Industry Authority	596	61.9	6.4	20.8	4.0	2.2	0.7	0.5	3.5	67.8	32.2	7.7
Public Defender	80	73.8	7.5	10.0	2.5	1.2	0.0	0.0	5.0	37.5	62.5	11.3
Public Employees Retirement Sys	1877	52.3	10.7	14.8	15.2	3.8	0.3	0.7	2.2	34.4	65.6	8.8
Public Utilities Commission	928	47.8	10.2	10.2	19.7	9.7	0.0	0.1	2.2	50.9	49.1	7.9
Real Estate	368	46.7	14.7	16.6	12.0	6.5	1.1	0.5	1.9	32.3	67.7	15.8
Rehabilitation	1828	49.6	12.3	21.3	8.4	5.0	0.5	0.1	2.7	28.6	71.4	16.4
Resources Agency	52	86.5	5.8	0.0	1.9	0.0	1.9	0.0	3.8	50.0	50.0	9.6
Science Center, California	137	18.2	40.1	35.0	2.2	2.9	0.7	0.0	0.7	67.9	32.1	6.6
Secretary of State	426	52.6	10.8	14.3	12.4	5.2	0.5	0.9	3.3	23.9	76.1	13.1
Social Services	3953	43.5	16.3	18.9	10.9	7.2	0.3	0.3	2.6	26.9	73.1	12.3
State Lands Commission	204	73.0	3.4	9.8	7.4	3.4	0.0	1.5	1.5	62.7	37.3	10.3
Student Aid Commission	163	50.3	13.5	17.8	9.2	3.7	0.0	1.2	4.3	35.0	65.0	16.6
System Integration	184	54.3	12.0	15.8	11.4	2.2	0.5	1.1	2.7	41.3	58.7	11.4
Teacher Credentialing	184	50.5	10.9	19.0	12.5	3.8	0.0	1.1	2.2	28.3	71.7	20.1
Teachers' Retirement System	693	55.8	9.8	14.6	13.4	3.2	0.1	0.7	2.3	32.8	67.2	17.0
Technology Services	738	53.5	9.1	12.5	17.9	3.9	0.3	0.5	2.3	49.1	50.9	10.8
Toxic Substance Control	956	52.3	8.4	13.3	16.1	6.2	0.2	0.2	3.3	50.8	49.2	17.5
Transportation	21703	49.9	8.0	16.1	17.0	4.7	0.6	0.4	3.3	73.7	26.3	6.6
Treasurer	211	51.7	8.5	10.4	22.3	3.8	0.0	1.9	1.4	42.7	57.3	16.1
Unemployment Ins Appeals Bd	582	50.7	9.5	25.9	5.8	5.2	0.2	0.7	2.1	29.9	70.1	13.2
Veterans Affairs	1459	39.1	9.8	18.7	2.8	27.8	0.1	0.1	1.6	31.0	69.0	10.7
Victims Comp & Gov Claims	258	49.6	13.2	23.6	7.0	3.1	0.0	0.0	3.5	25.2	74.8	14.7
Water Resources	2690	61.3	5.7	15.2	10.9	2.6	0.3	0.7	3.3	67.4	32.6	6.6
Water Resources Control Board	1452	67.4	4.8	9.1	12.3	3.0	0.1	0.1	3.2	50.4	49.6	6.4
<b>TOTALS</b>	<b>218285</b>	<b>49.9</b>	<b>11.0</b>	<b>21.2</b>	<b>8.5</b>	<b>5.9</b>	<b>0.4</b>	<b>0.5</b>	<b>2.4</b>	<b>52.9</b>	<b>47.1</b>	<b>8.7</b>

**Table 3- Statewide Racial, Gender, and Disabled Representation of All Civil Service Employees  
By Occupational Group as of June 30, 2007**

OCCUPATIONAL GROUP	Total Employees	% White	% Afr.Am	% Hisp	% Asian	% Filipino	% Am.Ind	% Pac.Isl	% Other	% Male	% Female	% Disabled
Agriculture & Conservation	14,991	72.8	2.3	15.0	3.5	1.2	0.8	0.4	3.9	73.9	26.1	6.1
Office & Allied Services	34,311	39.2	16.4	25.4	7.7	7.9	0.5	0.7	2.2	18.6	81.4	13.7
Custodian & Domestic Services	5,085	29.6	20.7	27.7	5.8	13.2	0.4	0.5	2.0	55.0	45.0	9.2
Education & Library	2,828	70.0	8.1	13.6	4.0	1.0	0.6	0.2	2.6	55.8	44.2	8.3
Engineering & Allied Services	15,099	50.5	3.9	10.6	25.2	4.9	0.2	0.3	4.3	81.1	18.9	7.2
Fiscal, Management & Staff Services	45,335	50.8	9.8	16.9	14.0	5.3	0.3	0.6	2.3	35.5	64.5	11.5
Legal	3,688	74.2	4.8	7.9	8.8	1.5	0.3	0.2	2.3	52.8	47.2	9.4
Mechanical & Construction Trades	14,608	60.9	7.8	22.8	2.2	2.8	0.8	0.5	2.3	89.2	10.8	7.3
Medicine & Allied Services	17,950	40.4	13.0	15.0	8.9	20.3	0.2	0.4	1.9	34.6	65.4	7.8
State Emergency Disaster Program	152	88.8	0	7.2	2.0	0.7	0	0	1.3	65.8	34.2	5.9
Regulatory & Public Safety	14,362	60.8	7.4	22.3	4.4	2.8	0.5	0.4	1.4	74.5	25.5	7.7
Social Security & Rehabilitation Group	49,153	45.1	14.2	29.9	4.0	3.5	0.3	0.5	2.4	66.6	33.4	4.8
Broad Band Classifications	311	46.6	12.5	12.2	21.9	3.9	0	0.3	2.6	63.0	37.0	6.4
C.E.A. Classifications	1,215	71.4	6.7	10.2	8.3	0.8	0.2	0.2	2.1	56.6	43.4	9.3
TOTAL	219,088	50.0	11.0	21.2	8.5	5.9	0.5	0.5	2.4	52.8	47.2	8.7

**Table 4- Annual Salary Distribution of All Civil Service Employees by Gender and Racial Group within Salary Increment  
As of June 30, 2006 and June 30, 2007**

<b>SALARY</b>	<b>JUNE 30</b>	<b>Total Count</b>	<b>% Male</b>	<b>% Female</b>	<b>% White</b>	<b>% African American</b>	<b>% Hispanic</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% American Indian</b>	<b>% Pacific Island</b>	<b>% Other</b>	<b>% Disabled</b>
\$10,001-\$20,000	2006	4251	38.6	61.4	43.9	17.0	20.6	8.2	5.0	0.8	1.0	3.4	8.0
	2007	3353	36.0	64.0	35.2	21.3	22.0	10.7	5.5	0.6	1.0	3.7	10.9
\$20,001-\$30,000	2006	16136	42.3	57.7	43.0	13.3	23.4	7.4	8.8	0.7	0.7	2.7	8.6
	2007	16932	45.1	54.9	46.8	12.0	23.7	6.8	6.2	0.7	0.8	3.0	7.9
\$30,001-\$40,000	2006	40586	32.2	67.8	41.0	14.2	24.5	7.2	9.9	0.4	0.6	2.2	11.6
	2007	38715	32.1	67.9	39.6	14.4	24.7	7.6	10.1	0.5	0.6	2.4	11.5
\$40,001-\$50,000	2006	35093	47.4	52.6	49.0	11.9	24.1	6.3	5.2	0.5	0.5	2.3	9.3
	2007	35047	48.8	51.2	47.0	11.7	25.5	6.3	6.2	0.5	0.5	2.3	9.1
\$50,001-\$60,000	2006	28008	51.7	48.3	54.0	9.4	19.9	8.8	4.8	0.4	0.4	2.3	9.7
	2007	25056	50.9	49.1	53.5	9.6	19.6	8.6	5.3	0.4	0.6	2.4	9.7
\$60,001-\$70,000	2006	52861	66.2	33.8	53.3	9.4	20.6	8.4	5.3	0.3	0.5	2.3	6.5
	2007	31382	56.9	43.1	56.6	8.4	19.2	9.0	4.0	0.4	0.4	2.0	9.4
\$70,001-\$80,000	2006	16858	69.6	30.4	59.8	7.5	13.1	13.5	2.8	0.3	0.3	2.8	7.6
	2007	37281	67.7	32.3	51.2	9.9	21.9	8.6	5.1	0.3	0.5	2.5	6.1
\$80,001-\$90,000	2006	8326	74.3	25.7	57.7	12.0	14.7	10.8	1.8	0.2	0.3	2.5	5.6
	2007	15821	69.2	30.8	53.8	10.2	15.1	12.7	4.8	0.2	0.4	2.8	6.0
\$90,001-\$100,000	2006	3176	67.3	32.7	61.8	11.1	14.6	8.2	1.4	0.3	0.2	2.5	6.1
	2007	6880	72.0	28.0	60.6	8.0	12.0	13.0	3.0	0.2	0.2	3.0	6.8
\$100,001-\$110,000	2006	2526	63.7	36.3	68.9	9.7	11.6	6.5	1.1	0.2	0.2	2.0	7.6
	2007	3721	64.7	35.3	63.0	11.7	12.7	7.8	1.9	0.3	0.1	2.5	5.9
\$110,001-\$120,000	2006	1447	64.8	35.2	74.2	5.4	9.5	7.4	1.4	0.1	0.3	1.7	9.1
	2007	2155	63.0	37.0	69.4	6.8	11.0	8.5	1.4	0.3	0.3	2.2	8.2

**Table 4- Annual Salary Distribution of All Civil Service Employees by Gender and Racial Group within Salary Increment**  
**As of June 30, 2006 and June 30, 2007**

<b>SALARY</b>	<b>JUNE 30</b>	<b>Total Count</b>	<b>% Male</b>	<b>% Female</b>	<b>% White</b>	<b>% African American</b>	<b>% Hispanic</b>	<b>% Asian</b>	<b>% Filipino</b>	<b>% American Indian</b>	<b>% Pacific Island</b>	<b>% Other</b>	<b>% Disabled</b>
\$120,001-\$130,000	2006	353	74.5	25.5	60.9	9.9	3.1	19.0	5.1	0.3	0.0	1.7	10.8
	2007	1145	64.6	35.4	74.6	5.3	7.5	9.3	1.2	0.1	0.3	1.7	7.7
\$130,001+	2006	970	76.1	23.9	52.8	5.7	4.6	26.1	6.9	0.1	0.0	3.8	5.7
	2007	1600	73.2	26.8	57.2	6.9	6.4	21.6	5.0	0.1	0.0	2.8	8.1
TOTAL	2006	210591	52.8	47.2	50.5	11.1	20.8	8.4	5.9	0.4	0.5	2.4	8.6
	2007	219088	52.8	47.2	50.0	11.0	21.2	8.5	5.9	0.4	0.5	2.4	8.7

**Table 5- Appointment and Promotional Rates For All Civil Service Employees**  
**July 1, 2006 Through June 30, 2007**

	New Hires & Rehires <sup>1</sup>		Transfers		Promotions		Total
	Employees	%	Employees	%	Employees	%	
White	13,629	50.9	3,332	43.4	6,322	55.4	23,283
African American	2,641	9.9	1,066	13.9	1,059	9.3	4,766
Hispanic	5,818	21.7	1,527	19.9	2,260	19.8	9,605
Asian	2,082	7.8	957	12.5	938	8.2	3,977
American Indian	195	0.7	24	0.3	40	0.4	259
Filipino	1,349	5.0	525	6.8	434	3.8	2,308
Pacific Islander	159	0.6	52	0.7	71	0.6	282
Other Minorities	884	3.3	185	2.4	291	2.5	1,360
<b>Total</b>	<b>26,757</b>		<b>7,668</b>		<b>11,415</b>		<b>45,840</b>
Women	11,843	44.3	5,148	67.1	5,890	51.6	22,881
Women (Non-Clerical Occupations)	7,572	28.3	3,635	47.4	4,518	39.6	15,725
Disabled	1,642	6.1	824	10.7	919	8.1	3,385

1/ Depicts the number and percentages of new hires and rehires only, shows the appointment rates for individuals who were hired from outside the state civil service.

**Table 6- 2006-2007 EMPLOYMENT GOALS  
PERSONS WITH DISABILITIES**

Department	Disabled Representation 3/31/06	Deficiency	Goal	Disabled Representation 3/31/07	Deficiency	Goal
**Aging	13.30%	No goal required		12.90%	5	NS
<b>Agricultural Associations</b>	<b>6.10%</b>	<b>65</b>	<b>NS</b>	<b>10.00%</b>	<b>2</b>	<b>NS</b>
Air Resources Board	10.40%	61	3	17.60%	No goal required	
**Alcohol & Drug Programs	10.60%	18	2	9.90%	20	NS
<b>**Alcohol Beverage Control</b>	<b>9.90%</b>	<b>15</b>	<b>NS</b>	<b>8.40%</b>	<b>18</b>	<b>NS</b>
<b>**Boating &amp; Waterways</b>	<b>10.50%</b>	<b>5</b>	<b>NS</b>	<b>8.00%</b>	<b>6</b>	<b>NS</b>
California Hous Finan Agen	9.50%	18	3	10.10%	17	3/yr
California Science Center	4.70%	18	1	9.00%	15	NS
**Child Support Services	15.70%	No goal required		15.20%	No goal required	
<b>Coastal Commission</b>	<b>5.10%</b>	<b>18</b>	<b>NS</b>	<b>8.00%</b>	<b>20</b>	<b>NS</b>
Coastal Conservancy	4.60%	8	NS	6.50%	6	1/yr
**Community Svs & Dev	20.70%	No goal required		18.50%	No goal required	
Community Colleges	13.10%	5	NS	14.80%	No goal required	
**State Comp Insur. Fund	8.50%	779	75	8.40%	724	75/yr
**Conservation	20.20%	No goal required		19.80%	No goal required	
**Conservation Corps	17.60%	No goal required		16.50%	No goal required	
Consumer Affairs	15.30%	No goal required		15.50%	No goal required	
**Controller's Office	18.20%	No goal required		16.40%	No goal required	
Corporations	12.60%	10	2	15.60%	No goal required	
<b>Corrections</b>	<b>5.90%</b>	<b>1,841</b>	<b>NS</b>	<b>5.90%</b>	<b>2175</b>	<b>NS</b>
Developmental Services	7.00%	403	40	7.00%	391	NS
**Education	16.70%	No goal required		16.60%	No goal required	
Emergency Services	10.10%	30	3	10.70%	26	NS
<b>Employment Dev Dept</b>	<b>12.40%</b>	<b>344</b>	<b>NS</b>	<b>14.20%</b>	<b>191</b>	<b>NS</b>
Energy Commission	12.80%	16	1-2	18.80%	No goal required	
Env Hlth Hazard Asmt	14.00%	No goal required		14.00%	No goal required	
Equalization, Board of	9.60%	254	22	9.60%	267	21.7
Expo & State Fair	4.40%	66	NS	4.50%	62	6/yr
**Fair Employ & Housing	14.90%	No goal required		13.50%	No goal required	
**Fair Polit Practice Comm	30.90%	No goal required		25.40%	No goal required	
**Finance	12.80%	14	2	12.00%	19	2/yr
Financial Institutions	7.50%	18	2	8.00%	18	NS
**Fish and Game	10.20%	147	15	9.60%	168	13/yr
**Food and Agriculture	5.50%	227	25	4.80%	253	25/yr
**Forestry	19.70%	No goal required		18.80%	No goal required	

**Note:** \*\* Indicates a decline in representation from the previous year.

NS- Departments did not submit hiring goals for persons with disabilities to the State Personnel Board.

A goal is required if departmental representation of persons with disabilities is less than 13.3% (80% of California labor force representation (16.6%) per 2000 US Census data).

Departments in **bold** type failed to submit hiring goals for persons with disabilities to SPB for 2 consecutive years.

**Table 6- 2006-2007 EMPLOYMENT GOALS  
FOR PERSONS WITH DISABILITIES**

Department	Disabled Representation 3/31/06	Deficiency	Goal	Disabled Representation 3/31/07	Deficiency	Goal
Franchise Tax Board	14.30%	No goal required		15.20%	No goal required	
<b>**General Services</b>	<b>9.80%</b>	<b>262</b>	<b>NS</b>	<b>9.50%</b>	<b>279</b>	<b>NS</b>
Health Services	15.10%	No goal required		20.40%	No goal required	
<b>**CA Highway Patrol</b>	17.00%	No goal required		15.30%	No goal required	
Housing & Comm Dev	14.10%	No goal required		15.80%	No goal required	
<b>**Industrial Relations</b>	10.60%	154	15	9.90%	179	NS
<b>**Insurance</b>	14.90%	No goal required		14.70%	No goal required	
<b>**Integ Waste Mgmt Board</b>	11.80%	19	2	9.90%	26	2.5/YR
<b>**Justice</b>	<b>9.90%</b>	<b>291</b>	<b>NS</b>	<b>9.70%</b>	<b>312</b>	<b>NS</b>
Leg Counsel Bureau	6.50%	57	5	6.50%	57	NS
Lottery	7.30%	51	2-3	7.50%	50	NS
Managed Health Care	12.60%	11	2	12.70%	11	NS
Managed Risk Med Ins Board	9.10%	6	1	23.40%	No goal required	
<b>**Mental Health</b>	14.80%	No goal required		14.10%	No goal required	
<b>**Military</b>	8.90%	17	0	8.70%	18	NS
<b>**Motor Vehicles</b>	17.50%	No goal required		16.20%	No goal required	
<b>**Parks and Recreation</b>	7.50%	327	14	6.90%	362	36/yr
<b>**Peace Officer Stds &amp; Trg</b>	21.20%	No goal required		19.70%	No goal required	
<b>**Personnel Administration</b>	15.30%	No goal required		14.00%	No goal required	
<b>**Personnel Board</b>	16.00%	No goal required		14.60%	No goal required	
Pesticide Regulation	11.80%	15	2	18.90%	No goal required	
<b>**Prison Industries Auth</b>	<b>11.10%</b>	<b>13</b>	<b>NS</b>	<b>10.10%</b>	<b>17</b>	<b>NS</b>
Pub Employ Retire System	8.50%	65	NS	8.8%	141	12/yr
<b>**Pub Utilities Commission</b>	12.20%	3	1	8.20%	75	NS
<b>**Public Defender</b>	17.90%	No goal required		11.10%	4	NS
Real Estate	15.80%	No goal required		16.40%	No goal required	
Rehabilitation	10.50%	26	NS	16.50%	No goal required	
Secretary of State	8.90%	301	29	13.30%	No goal required	
<b>**Social Services</b>	19.00%	No goal required		12.10%	179	18/yr
State Audit Bureau	11.80%	4	NS	16.10%	No goal required	
State Council on Dev Disab	10.30%	12	1.2	16.70%	No goal required	
<b>**State Lands Commission</b>	14.30%	No goal required		10.40%	13	1.4/yr
<b>**State Library</b>	18.30%	No goal required		13.80%	No goal required	
<b>**Student Aid Commission</b>	29.00%	No goal required		17.10%	No goal required	
Stwd Hlth Plan & Dev, Off. of	10.10%	12	NS	24.80%	No goal required	
Teachers' Retire System	17.30%	No goal required		17.70%	No goal required	

**Note:** \*\* Indicates a decline in representation from the previous year.

NS- Departments did not submit hiring goals for persons with disabilities to the State Personnel Board.

A goal is required if departmental representation of persons with disabilities is less than 13.3% (80% of California labor force representation (16.6%) per 2000 US Census data).

Departments in **bold** type failed to submit hiring goals for persons with disabilities to SPB for 2 consecutive years.

**Table 6- 2006-2007 EMPLOYMENT GOALS  
FOR PERSONS WITH DISABILITIES**

Department	Disabled Representation 3/31/06	Deficiency	Goal	Disabled Representation 3/31/07	Deficiency	Goal
Teacher Credentialing	6.10%	17	NS	18.90%	No goal required	
Technology Services	11.00%	40	4	10.50%	44	4
**Toxic Substance Control	19.20%	No goal required		18.10%	No goal required	
<b>**Transportation</b>	<b>6.90%</b>	<b>2066</b>	<b>NS</b>	<b>6.70%</b>	<b>2159</b>	<b>NS</b>
**Treasurer's Office	17.10%	No goal required		16.70%	No goal required	
Unemploy Ins Appeals Board	14.00%	No goal required		14.10%	No goal required	
**Veterans Affairs	11.60%	71	2	11.10%	79	3/yr
**Victim's Comp & Gov CI Bd	17.50%	No goal required		15.20%	No goal required	
Water Res Control Board	6.60%	141	NS	6.60%	143	15/yr
<b>**Water Resources</b>	<b>7.10%</b>	<b>247</b>	<b>NS</b>	<b>6.70%</b>	<b>265</b>	<b>17/yr</b>

**Note:** \*\* Indicates a decline in representation from the previous year.

NS- Departments did not submit hiring goals for persons with disabilities to the State Personnel Board.

A goal is required if departmental representation of persons with disabilities is less than 13.3% (80% of

California labor force representation (16.6%) per 2000 US Census data).

Departments in **bold** type failed to submit hiring goals for persons with disabilities to SPB for 2 consecutive years.

#### 2006

No Goals Required: 34 Departments  
Goals Required: 49 Departments  
Required, not submitted: 26 Departments

#### 2007

No Goals Required: 41 Departments  
Goals Required: 40 Departments  
Required, not submitted: 23 Departments



**Table 7- UPWARD MOBILITY APPOINTMENTS\***

JULY 1, 2006 TO JUNE 30, 2007

Low Paying Occupational Group		White	African Amer.	Hispanic	Asian	Filipino	Amer. Indian	Pacific Island	Other	Total	Men	Women	Disabled
<b>Horticulture</b> [BL00 – BM99]	Eligible Employees	244	34	169	9	8	4	1	10	479	429	50	26
	Upw Mob Appt's	5	1	4	0	0	0	0	0	10	9	1	0
	%	2.05	2.94	2.37	0.00	0.00	0.00	0.00	0.00	2.09	2.10	2.00	0.00
<b>Office &amp; Allied</b> [CA00 – CZ99]	Eligible Employees	14,541	5901	9141	2715	2786	182	261	795	36,322	6730	29,592	4774
	Upw Mob Appt's	817	280	556	112	144	11	17	43	1980	334	1646	173
	%	5.62	4.74	6.08	4.13	5.17	6.04	6.51	5.41	5.45	4.96	5.56	3.62
<b>Custodial &amp; Domestic</b> [DA00 – DZ99]	Eligible Employees	1544	1072	1435	300	685	22	28	104	5190	2855	2335	432
	Upw Mob Appt's	37	15	23	3	8	0	0	3	89	57	32	8
	%	2.40	1.00	1.60	1.00	1.17	0.0	0.00	2.88	1.71	2.00	1.37	1.85
<b>Mechanical &amp; Construction Trades</b> [PA00 – RZ99]	Eligible Employees	9157	1148	3371	331	407	112	67	339	14,932	13,323	1609	978
	Upw Mob Appt's	336	25	100	11	5	3	1	13	494	440	54	28
	%	3.67	2.18	2.97	3.32	1.23	2.68	1.49	3.83	3.31	3.30	3.36	2.86
<b>Career Development &amp; Bridging Classes</b> [Various]	Eligible Employees	328	89	170	47	66	4	6	14	724	116	608	116
	Upw Mob Appt's	16	3	8	0	1	0	0	1	29	7	22	0
	%	4.88	3.37	4.71	0.00	1.52	0.00	0.00	7.14	4.01	6.03	3.62	0.00
<b>TOTAL</b>	Eligible Employees	25,814	8244	14,286	3402	3952	324	363	1262	57,647	23,453	34,194	6326
	Upw Mob Appt's	1211	324	691	126	158	14	18	60	2,602	847	1755	209
	%	4.69	3.93	4.83	3.70	3.99	4.32	4.96	4.75	4.51	3.61	5.13	3.30

\*Appointment of an employee from a class in a low paying occupational group to an entry technical, professional, or administrative classification

## 14 MAJOR JOB CATEGORIES and CLASSIFICATION EXAMPLES

### **AGRICULTURE AND CONSERVATION:**

Agriculture Administration, Standardization and Inspection, Compliance, Dairy Industry, Agriculture Economics, Animal Industry, Plant Industry, Environmental Specialists, Food Production, Horticulture, Fish and Game, Parks and Recreation, Forest Protection

Agricultural Inspector, Veterinary Medical Officer, Dairy Foods Specialist, Plant Quarantine Inspector, Environmental Research Scientist, Waste Management Specialist, Groundskeeper, Fish Culturalist, Fish & Wildlife Assistant, State Park Ranger, Lifeguard, Forester, Fire Apparatus Engineer, Fire Fighter

### **OFFICE AND ALLIED SERVICES:**

General Office Services, Typing, Stenography and Secretarial, Payroll, Personnel-Clerical, Machine Operations, Storekeeping, Communications, Fiscal-Clerical, Miscellaneous Office Services and Allied

Office Services Manager/Supervisor, Office Technician Typing/General, Office Assistant Typing/General, Tax Program Assistant, Seasonal Clerk, Word Processing Technician, Hearing Reporter, Secretary, Examination Proctor, Key Data Operator, Account Clerk, Health Record Technician, Motor Vehicle Field Representative

### **CUSTODIAN AND DOMESTIC SERVICES:**

Custodial and Protective, Personal Services, Laundry Services, Food Services

Security Guard, Janitor, Seamer, Laundry Worker, Public Health Nutrition Consultant, Clinical Dietitian, Supervising Cook, Food Service Worker

### **EDUCATION AND LIBRARY:**

Teaching, Education and Administration, Arts, Library

Teacher, Vocational Instructor, Education Program Consultant, Special Education Consultant, Institution Artist/Facilitator, Librarian

### **ENGINEERING AND ALLIED SERVICES:**

Engineering-Technical, Civil Engineering, Valuation and Utilities Engineering, Mechanical and Electrical Engineering, Mining, Petroleum and Geology, Public Health and Safety Engineering, Architecture

Delineator, Graphic Artist, Land Surveyor, Transportation Engineer/Civil, Water Resources Engineer, Structural Engineer, Utilities Engineer, Electrical Engineer, Telecommunication Engineer, Engineering Geologist, Sanitary Engineer, Air Resources Engineer

**FISCAL, MANAGEMENT AND STAFF SERVICES:**

Financial, General Administrative Services, Institution Administrative Services, Administrative Assistance, Health Administration Business and Office Management, Materials Acquisition Services, Property Appraisal and Acquisition, Personnel, Management and Budget Analysis, Electronic Data Processing, Actuarial, Research and Statistics, Public Relations, Public Information, Exposition, Student Employment

Auditor, Bank Examiner, Business Tax Representative, Accountant, Environmental Planner, Transportation Planner, Staff Services Manager, Staff Services Analyst, Associate Governmental Program Analyst, Legal Analyst, Disability Evaluation Analyst, Business Services Officer, Right of Way Agent, Property Agent, Associate Personnel Analyst, Expert Examiner, Associate Management Auditor, Associate Budget Analyst, Data Processing Manager, System Software Specialist, Information Systems Analyst, Computer Operator, Research Analyst

**LEGAL:**

General Legal, Attorney General, Legislative, Department Legal Staffs, Hearing Officers and Referees

Legal Counsel, Staff Counsel, Tax Counsel, Deputy Attorney General, Administrative Law Judge, Hearing Officer

**MECHANICAL AND CONSTRUCTION TRADES:**

General Labor, Water Resources, Road Construction and Maintenance, Mechanical Equipment Operations, Hydroelectric Maintenance and Operation, General Building Trades, Building and Grounds, Miscellaneous Equipment Construction, Marine Trades, Institutional Industries, Printing Trades

Laborer, Painter, Carpenter, Building Maintenance Worker, Caltrans Highway/Landscape Maintenance Worker, Warehouse Worker, Caltrans Equipment Operator, Auto Equipment Operator, Maintenance Mechanic, Stationary Engineer, Park Maintenance Worker, Commercial Vehicle Inspector, Automobile Mechanic

**MEDICINE AND ALLIED SERVICES:**

Institution and Medicine, Public Health Medicine, Medical Examining, Dentistry, Project Research, Medical Subsidiary, Chemistry, Nursing Service, Special Therapeutic, Health Treatment, Health Education

Psychiatrist, Physician & Surgeon, Medical Consultant, Dentist, Public Health Microbiologist, Pharmacist, Health Facilities Evaluator Nurse, Public Health Chemist, Registered Nurse, Psychiatric Technician, Licensed Vocational Nurse, Hospital Worker, Rehabilitation Therapist

**STATE EMERGENCY DISASTER PROGRAM:**

Planning, Emergency Law Enforcement, Emergency Fire and Rescue

Emergency Services Coordinator/OES, Disaster Worker Clerical Services, Disaster Worker Specialty Services, Disaster Worker Staff Services

**REGULATORY AND PUBLIC SAFETY:**

Police and Law Enforcement, Criminal Identification and Investigation, Special Investigator, Field Representation, Inspection

Officer/CHP, Fish & Game Warden, Hospital Peace Officer, State Fair Police Officer, Criminal ID Specialist, Special Agent, Special Investigator, Fraud Investigator, Manager DMV, Motor Vehicle Field Representative

**SOCIAL SECURITY AND REHABILITATION:**

Employment Security, Insurance, Social Services, Employment Relations, Correctional and Group Supervision (Institution), Parole, Rehabilitation

Employment Program Representative, Workers Compensation Insurance Representative, Licensing Program Analyst, Youth Correctional Counselor, Youth Correctional Officer, Parole Agent, Correctional Officer, Medical Technical Assistant, Vocational Rehabilitation Counselor

**BROAD BAND:**

Positions classified by levels of job performance and competency necessary to perform the work (currently used by the Legislative Counsel Bureau in their Legislative Data Center)

Information Technician I, Range A, B, & C, Information Technician II, Range A & B, Information Technology Specialist I, Range A, B, C, D, & E, Information Technology Specialist II, Information Technology Specialist III, Information Systems Supervisor I, II, III, & IV, Information Systems Manager

**C.E.A. CLASSIFICATIONS:**

High administrative and policy influencing positions

Career Executive Assignment